



Eighty9

Respect, Integrity, Service, Empowerment

2024-2025 ANNUAL REPORT

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Executive Chairman's Report

This year marks a moment of profound personal and organisational transition. On August 5th, 2024, after 35 years as the founding CEO of Eighty9 Limited, I officially stepped aside from the role, ushering in a new era of leadership under our incoming CEO, Darrin Johnson. While the weight of this decision has been emotional, it has also been deeply affirming. I remain honoured to serve as Executive Chairman, continuing my focus on strategic direction, governance, property and asset management, and supporting the next chapter of Eighty9's evolution.



A Leadership Transition Anchored in Purpose

Eighty9 Limited was founded in 1989 with a simple yet powerful mission: to support people facing disadvantage by offering dignity through meaningful employment, training, and personal development. That mission remains unchanged. The torch has now been passed to Darrin Johnson, whose experience, compassion, and strategic acumen are exactly what the Organisation needs as it embraces the future. I am confident that Darrin's leadership will continue our legacy of impact and values-based decision-making.

Strengthening Structure and Identity

One of our most significant milestones this year was the completion of our transition to a Company Limited by Guarantee. This important governance shift ensures that our structures are fit for purpose and ACNC-compliant. As part of this transition, we also relocated our head office and corporate services to our owned premises on Port Road, Hindmarsh—an investment in both stability and identity.

Additionally, we finalised the final novation of the Disability Employment Services (DES) contract from Status Works Pty Ltd to Eighty9 Limited. This unifies our service offerings under a single banner and represents the last stage in our formal organisational consolidation.

Governance and Financial Stewardship

This year we undertook a full-scale review of all organisational policies and governance arrangements, ensuring alignment with contemporary standards and regulatory obligations.

In tandem, a focused review of our financial policies and procedures has been conducted to future-proof the financial resilience of Eighty9 Limited. These reviews reaffirm our commitment to responsible management and transparency.

Honouring Legacy through Life Membership

As one of my final acts as CEO, I was proud to introduce Life Membership within the Ambassadors Association, a new initiative that recognises 25 years of continuous service. This innovation was born out of a desire to extend our tradition of celebrating family, loyalty, and service within the Eighty9 community. The concept of Life Membership was dedicated to Dora Zalunardo, our long-serving colleague and cultural cornerstone, whose 30-year journey continues through her co-leadership of the Association.

In a beautiful twist of symbolism, the Life Membership honour carries the acronym AROD—the "Ambassadors Recognition of Outstanding Dedication"—a heartfelt nod to Dora, spelled in reverse. Our inaugural inductees, honoured at the annual Ambassadors Dinner at the SA Museum, included seven exceptional contributors, with more to follow.

Executive Chairman's Report (continued)

Launching the Edith Thew RISE Award

We also introduced the Edith Thew RISE Award, a prestigious biannual honour that recognises individuals who embody our values of Respect, Integrity, Service, and Empowerment. The award was named in recognition of Edith's remarkable 35 years of service, her pivotal role in shaping our enterprise training model, and her ongoing commitment to our mission. It is a testament to the power of dedication, humility, and influence.

The inaugural winner, Sue Bashford-Rankin, exemplifies the spirit of the RISE Award through her outstanding work in Disability Employment Services. Sue's innovative practice, emotional intelligence, and participant-focused outcomes have made her a national exemplar within our team. Her story, from supporting participants with complex needs to innovating job carving strategies, is a moving reminder of why our work matters.

Readiness Amid Uncertainty

As we await the outcome of the new DES tender, we remain vigilant and prepared for any resulting changes to our business. Whether the future brings expansion or rationalisation, our commitment to participants and staff remains unwavering. Our scenario planning has ensured that we are ready to adapt swiftly, maintain continuity of service, and uphold our values regardless of the outcome.

Looking Forward

As I reflect on more than three decades at the helm, I am reminded that this Organisation has never been about one person - it has always been about all of us, bound together by purpose, care, and community. While I may spend less time at my desk and more time improving my fishing yield and golf handicap, I remain proudly connected as both Executive Chairman and Life Ambassador.

To our Board, staff, stakeholders, and the communities we serve: thank you. Your trust and dedication have made this Organisation what it is today. And to Darrin - my sincere gratitude and confidence as you lead us forward.

The future of Eighty9 Limited is bright. Let us rise together.

Sincerely

Gary Hatwell, FAICD
Executive Chairman,
Eighty9 Limited

Chief Executive Officer's Report

It is with great pride that I provide this report to you as the CEO of Eighty9 Limited, my first year in this role. As CEO I feel it is both humbling and a great privilege to assume the stewardship of this remarkable Organisation. I am acutely aware of the significant legacy left by our founding CEO, Gary, who has successfully led Eighty9 for the past 35 years, as they say, I have big shoes to fill.

The past year has been one of both great challenge and significant milestones and together we have achieved several key successes that position us well for future growth and impact.

Firstly, Pivot Training has successfully delivered on a substantial expansion of our Skills for Education and Employment (SEE). This has included the opening of nine new sites, the establishment of 19 new classrooms, resulting in our RTO delivering in person training out of 16 sites and over 30 classrooms every day. We have grown our RTO staff by 100% over the last year, and we are still growing.

In our ongoing efforts to support high performance and sustainable growth, we have strengthened our management structure with six new senior leaders joining our team to provide national leadership at program level for DES, TtW, VET, SEE, NDIS, and ImpactEight, these outstanding leaders have already had an impact in growing our capabilities and operational effectiveness.

We have also prioritised fostering a positive and inclusive organisational culture. To this end, we introduced our cultural survey, regular Town Hall meetings, and an online suggestion box, providing staff with multiple avenues to share their ideas and feedback. This initiative has generated hundreds of valuable insights, helping us to improve our work environment and services.

In addition, we completed the tender process to renew and expand our Disability Employment Service while also substantially investing in growing our NDIS program strengthening our capacity and commitment to supporting people living with a disability into employment.

Over the last six months of the year, we placed increased focus on looking ahead, engaging all staff to provide their input into our future, resulting in 63 staff submitting hundreds of comments and ideas. I am excited to share that this new five-year strategic plan, will be published soon. This plan will guide our focus, growth, and impact in the coming years, as we continue to support people facing barriers to education and employment in achieving social and economic independence.

I would like to sincerely thank the Board for their continued dedication and governance of the Organisation and in particular to Gary as Executive Chairman for your unwavering support, advice and mentorship throughout this inaugural year. I also want to acknowledge the exceptional dedication and hard work of our Executive Management Team, for your leadership and additional efforts in supporting my transition to Eighty9 Limited.

Finally, as we look forward to the coming year, I am confident that together we will build on our achievements and continue to make a meaningful difference in the lives of the people we serve. It is your commitment that is the driving force behind our success and in achieving life changing outcomes for the communities we serve.

There is much to be proud of, and even more to look forward to, thank you for a great year.

Sincerely

Darrin Johnson,
Chief Executive Officer

Boards of Directors

Thank you to the members of the Eighty9 and Status Board members for their ongoing contributions over 2024-2025.

Eighty9 Limited Board Members



Julie Hatwell
FCPA
Executive Director
Finance
Appointed 1997

Vikki Lewis
Non-Executive
Director
Appointed 1995

Gary Hatwell
FAICD
Executive
Chairman / CEO
Appointed 1989

David George
FASRC
Non-Executive
Director
Appointed 1997

Status Works Pty Ltd Board Members



Yvonne
Christophides
Executive Director
Training Services
Appointed 2017

Simone O'Neill
Executive Director
Employment
Services
Appointed 2022

Julie Hatwell
FCPA
Executive Director
Finance
Appointed 1997

Gary Hatwell
FAICD
Executive
Chairman
Appointed 1989

Emma Farina
Executive
Director HR &
QA
Appointed 2015

Partnerships Team Report

The Partnerships Team has had a busy year! Continued focus on the Organisation's primary objectives for stakeholder engagement activities to support Participant acquisition for our key services (namely Training, Skills for Education and Employment and Employment Services Contracts). Our Perth and Adelaide teams supported and organised many events that have led to meaningful relationships with employers and community stakeholders that create opportunities for our clients.

Key Highlights

- Successfully generated referrals to key programs including DES, NDIS, and SEE.
- Strengthened community ties through collaboration with Local Jobs Plan (LJP) Employment Facilitators across four regions.
- Represented the organisation on the Community Investment Committee and actively contributed to the Southern Youth Round Table, enhancing engagement with youth and youth-focused stakeholders.

Expos and Events

Delivered major expos in partnership with local governments, including:

- CaLD Jobs Expo with the City of Stirling, WA.
- Jobs expos with the City of Canning, City of Swan, and City of Belmont, WA.

Top 5 Internal Referral-Generating Events:

1. 383 referrals from "Weave Your Way" a Youth Week Event with LJP at Perth Airport.
2. 312 referrals from "CaLD Jobs Expo 2024" in Mirrabooka, WA.
3. 280 referrals from "Perth SkillsWest Careers & Employment Expo 2024".
4. 184 referrals from Eighty9 & LJP "CaLD Jobs Expo" in Cannington, WA.
5. 121 referrals from "Youth Jobs Expo" in Noarlunga Centre, SA.

17 Successful placements were achieved with our leading employer partner OTR (On The Run) and its associated brands.

327 Events were delivered and attended nationally, spanning 83 locations, resulting in **3,858** internal Participant referrals (excluding external referrals).



Bethany at the Western Adelaide Jobs Expo.

BlueSky Mind Studio Report

This year the Counselling Team delivered a total of 2,667 sessions across both in-person and telehealth formats, reflecting our continued commitment to accessible and impactful mental health support.

Additionally, we successfully expanded our services into eight locations: Joondalup, Midland, Elizabeth, Modbury, Torrensville, Marion, Noarlunga, and external Employment Services sites. This decentralisation has enabled greater face-to-face engagement and community impact.

In collaboration with our Transition to Work colleagues, we conducted “Discovery Workshops” in Midland, WA, including “*Who am I?*” and “*What kind of job do I want?*”, helping Participants explore identity and career direction.

Milestones & Achievements

- Transitioned to Splose, a new practice management software, streamlining operations and improving service delivery.
- Divisional restructuring, decentralising the team to different sites to provide greater impact through face-to-face counselling sessions
- Supported seven counselling students through supervision and practical experience, contributing to the development of future professionals.



Hansel speaking at the Jobs in the Care Economy Networking Event.

Success Stories

- Natalie, in her early 30s, overcame chronic anxiety and depression to thrive in a new career supporting children on the spectrum. She has since launched her own business and reports significant improvements in mental health and confidence.
- Ken, in his late 50s, transformed his life through anger management and community volunteering, rediscovering purpose and positivity.
- Wallace, a 20-year-old client, shifted from isolation and anxiety to confidence and social engagement through therapy focused on motivation and self-reflection.



NDIS Report

Over the past financial year, our BlueSky Mind Studio NDIS business delivery has continued to evolve and strengthen, reflecting our unwavering commitment to excellence and the dedication of our teams across South and Western Australia. This year has been marked by strategic expansion, operational refinement, and meaningful Participant outcomes. Future focus on continued service delivery development alongside continued Participant growth and support has set us up well for future success.

Key Achievements

- We've significantly increased participant engagement across multiple service lines, with a 70-participant increase in active caseloads and a 22% rise in referrals year-on-year.
- Tailored, goal-driven supports have empowered participants to achieve sustainable employment, greater independence, and improved quality of life. Over 85% of participants reported improved confidence and life skills through our programs.
- Through the integration of robust processes and the transition to new CRM (Splose), we've streamlined billing, compliance, and reporting. Billing accuracy improved by 30%, and reporting turnaround times decreased by 40%.
- Our workforce expanded with six new team members across Adelaide, and greater Perth, enhancing our capacity for localised support. Also enhancing our operational leadership with enhanced skills and expertise for future growth and development.
- Cross-team partnerships enabled a more holistic approach to service delivery, with six new Support Coordination partnerships and collaborations with five additional schools established.
- We successfully completed two major NDIS audits (including full mid-term registration audit), with zero non-compliance findings, reinforcing our commitment to quality and professionalism.

1,830 Hours of service
was provided across
736 appointments.



149 Support activities
were tailored to Participant goals.



5,345 kilometres driven to
support Participants in their
communities.



Registered
NDIS
Provider

Disability Employment Services (DES) Report

Creating Opportunities, Changing Lives

The 2024/25 year marked a pivotal chapter for Disability Employment Services (DES), defined by resilience, innovation, and a deep commitment to empowering Status Participants across South Australia and Western Australia. Amid sector-wide challenges and national reform discussions, our DES team remained focused and unwavering—delivering high-quality, person-centered support that continues to make a meaningful difference in the lives of those we serve.

Strength in our People

This year saw strong investment in our people, with a focus on building a capable, inclusive, and motivated workforce. Teams across both states undertook Mental Health First Aid, Cultural Awareness, and Disability Access training—reinforcing Eighty9's commitment to inclusive, high-quality services.

Despite staffing challenges, our teams remained united and resilient. Regional meetings were restructured to balance strategic focus with professional development and team building, fostering shared learning and performance improvement. Staff-led initiatives were embraced and helped shape a workplace culture that is supportive, inclusive, and driven by impact.

These efforts have transformed how we work—creating high-performing, purpose-led teams ready to lead with confidence and compassion.

Delivering Impact

Throughout the year, DES teams worked with unwavering commitment to improve employment sustainability through tailored, intensive pre- and post-placement support.

While national caseloads declined in line with broader sector trends, we maintained strong Participant engagement and achieved steady improvements in Participant employment outcomes. Notably, 4-week sustainability conversions rose by over 10 percentage points in the first two quarters, alongside standout results in Ongoing Support and 52-week outcomes—clear evidence of our renewed focus on placing Participants into the right roles, with the right support, the first time.

The introduction of the Department of Social Services' new Performance Framework shifted how effectiveness is measured. While results varied due to caseload volumes and data thresholds, and the challenges of adapting to a new system, we are proud of our strong performance in meeting and exceeding contract expectations.

Service Delivery Quality and Innovation

Throughout the year, DES teams have been at the forefront of service innovation—exploring new delivery models, co-designing job plans with Participants, and piloting impactful initiatives such as Community Connection Days, inclusive Job Expos, and meaningful life skills workshops. These activities enhanced engagement and deepened relationships with Participants, employers and community partners.

In late 2024, we set a bold strategic direction for the future of DES, improving mobile service delivery, strengthening employer partnerships, exploring AI-driven tools to improve efficiencies and personalised support, and investing in our workforce development and upskilling.

Disability Employment Services (DES) Report (continued)

Our Eighty9 Global Service Model remains integral to this future, supporting whole of Organisation synergy and improved outcomes for Participants. Collaboration remained a hallmark throughout the year, with strengthened partnerships across BlueSky Mind Studio NDIS, Pivot Training, Impact8, Dress for Success, Geared for Success, and our internal training teams—laying the foundation for holistic, wraparound support.

A key innovation was the launch of our Eighty9 Disability Advisory Panel—a Participant-led forum providing direct input to senior leadership. Convened in April 2025, it is a cornerstone of our commitment to co-design and continuous improvement, ensuring lived experience drives service quality.

Disability Employment Reform and the Next Chapter

In October 2024, following extensive consultation and co-design with stakeholders, the Federal Government launched the tender process for the new Inclusive Employment Australia (IEA) program—marking a pivotal moment in the transformation of disability employment services in Australia. Our DES Reform Working Group, in close collaboration with Executive Management, mobilised quickly and, over six weeks, developed a strong proposal that reflected our deep commitment to inclusive, person-centered employment service design.

As we await the outcomes of the tender, we remain hopeful and excited about the possibilities that lie ahead. We are proud of the work we've done and confident in the strength of our submission. If successful, we look forward to delivering the IEA program across multiple Employment Services Areas in South Australia and Western Australia and significantly expanding our reach and capacity to serve our communities.

This potential milestone represents a powerful opportunity to deepen our impact—strengthening employer partnerships, innovating our services, and most importantly, ensuring that people with disability are at the center of everything we do. We remain positive and focused on the future, ready to embrace the next chapter in disability employment reform.

This year we have supported over 2,000 Participants with a disability, illness or injury.



41% of our Participants did not complete secondary education.

- 17% of our Participants were Culturally and Linguistically Diverse (CALD).
- 36% of our Participants were Voluntary.
- 48% of our Participants live with a physical disability or illness.
- 44% of our Participants are experiencing mental health challenges.

5.6% of our Participants identify as First Nations.



Disability Employment Services (DES) Testimonials

"Status Employment has truly been the best employment service! My Employment Consultant, Erin, has been incredibly helpful since our very first appointment. I'm so grateful to have found someone who has truly helped me understand all my challenges. I highly recommend Status Employment!"

Alexia, Mirrabooka DES Participant

"Status Clarkson has been one of the most welcoming, comfortable, and safe places I've been to. Every member of staff has been extremely kind, Sue especially has gone above and beyond with providing the supports that I need and advocating for me on my behalf."

Billie, Clarkson DES Participant

"I am very impressed by Status, my Employment Consultant, Mark, is very helpful, quick and empathetic. He actually made me strong enough and helped me get out of my house to come for appointments and he also assisted me with applying for NDIS. Now it all seems to be falling in place I am so thankful to Status and Mark!"

Kelvin, Morley DES Participant

"Awesome team and super kind and supportive! 100 percent helping me get myself back on track!"

Lochlan, Mandurah DES Participant

"I've been with Status Clarkson for the last year now and I've never found any other Job Provider service as good as them. I honestly wish I would have been with them years ago! Sue is amazing, so supportive and encouraging and I literally feel valued as an individual rather than just being treated like another number. Sue has never pushed me into doing anything I wasn't ready for and she always helped me to explore options that would work best for me. Being engaged with Status truly has made all the difference for me and I'll be forever grateful."

Stephanie, Clarkson DES Participant



Pivot Training RTO Report

Furthering our partnership with the Department of Employment and Workplace Relations to deliver excellent language, literacy, numeracy and digital literacy (LLND) skill development via the Skills for Education and Employment program (SEE), across South Australia and Western Australia, was the key growth and focus over the last year.

The preparation to deliver the SEE program across four contract regions in SA and WA was the driving force and positive energy for the Organisation's newest RTO, Pivot Training. With some blood, sweat, tears, humour and outstanding organisational investment and support, we have key milestones to celebrate.

Our first milestone was the restructure of the RTO workforce, across management, leadership, trainers, assessors, administration and compliance roles. We established a revised management, leadership and frontline staff structure for our foundation skills training and vocational education training units, resulting in the doubling of our RTO staff with additions to our leadership team, SEE LLND expert trainers and assessors, administration team and industry trainers in WA and SA. Our second milestone was supporting our new staff to develop and thrive in our RTO, at one point in the last six months, we had 48% of our RTO staff on probation and developing in to their roles. Developing our workforce successfully through this growth phase, by June we had less than 20% of new staff remaining in training.

With the support of our corporate services team, we met another milestone, opening an additional nine sites for the face-to-face delivery of SEE, and fully established 30 new and refreshed classrooms for SEE and VET services. We are proud to provide bright, welcoming sites and classrooms for our learners with a 'PC per person', ensuring we are always able to further digital literacy skills with all participants.

The focus from our VET team has resulted in an increase in the number of independent schools we have worked with in South Australia, supporting students with VET as a contribution to their SACE points goals in Year 11 and Year 12. Additionally, we have commenced working in partnership with schools to commence an early, gradual introduction to VET, from Year 9, via the delivery of the Certificate I in Workplace Skills.

Whilst enjoying the energy that comes from expansion and setting up new physical locations, we have also remained forward looking to wider RTO quality and compliance, the updated Registered Training Organisation (RTO) Standards 2025, effective from 1 July 2025, bring a renewed focus on quality, integrity, and alignment with industry needs.

These changes are designed to help us meet the evolving challenges in vocational education and training (VET) while creating opportunities to improve how we support learners and work with industries. The update represents an exciting opportunity to elevate our practices and strengthen our impact on learners, industries, and the community.

Our Pivot Training RTO team is energised and focused on the future ahead, we could not have achieved any of the milestones without the Organisation's financial support and expertise, as well as the laser focus of our corporate services teams (IT, HR, Finance and Property). Thank you to every person involved and to the RTO staff who have willingly done their own jobs and those of others, as well as the jobs that had no home. We have an excellent team and a bright future for our RTO, participants and students in our training services.



Established **30** classrooms across WA and SA for in person training.

XΔΦ
∅∞Υ

ABC
123



Individual Participant PC's are available in every classroom for digital literacy development.

1,100 referrals to our SEE programs.

675 commencements in to SEE classes.

40,000 hours of LLND skill development delivered.

VET for schools

We have partnered with **17** independent schools and have supported over **100** enrolments into VET qualifications.

Testimonials

"What I found surprising about the services Pivot Training offers is the course content and how well these courses are designed to enable course participant be able to confidently apply for employment positions. The content and activities are realistic to the skills set that prospective employees needs to demonstrate they are proficient in."

Adel, Rockingham SEE Digital Essentials course Participant

"My goals were to improve on my reading, writing and maths that I missed out on after leaving school in year 10. I needed to find out what sort of jobs are suited to me as well. I am happy I got better at maths, it was a big goal of mine from the start... choose Pivot Training because it offers a lot more than just education. I genuinely enjoyed coming in to class. I believe others can too."

Kasiah, Midland SEE and Transition to Work Participant

"When I started with Pivot Training my goals were....get more confidence in myself, and more computer skills because I didn't know how to email. I have got more confidence. I had more advanced goals in computer and can now type."

Rosemary, Oaklands Park SEE



STATUS



Transition to Work Report

Unlocking Potential and Empowering Youth

The Transition to Work (TtW) program has continued to make a powerful and lasting impact on the lives of young people across South Australia and Western Australia throughout 2024/25. In both Adelaide South and Perth North, the program has supported thousands of youth to overcome personal and systemic barriers, build confidence, and take transformative steps toward education, employment, and fulfilling career pathways.

By combining compassionate mentoring with strategic service delivery, we created a space where potential is nurtured and ambition is realised. Whether through tailored support, community partnerships, or innovative training pathways, TtW has proven itself to be more than a program—it's a launchpad for brighter futures.



*Workforce Australia – Transition to Work
Participants graduating from various courses.*

Performance Highlights

The 2024/25 year has been a period of steady growth, refined quality services and meaningful impact in both Adelaide and Perth, consistently delivering on program expectations, with national Participant engagement rising quarter-on-quarter—a clear reflection of the ongoing demand and trust in the program, and Status' ability to deliver results.

Perth North has maintained strong employment outcome growth throughout the year, regularly surpassing targets and demonstrating the effectiveness of our Global Services Model. Adelaide South, while facing early challenges, showed true resilience and a marked turnaround in the second half of the year, thanks to targeted strategies and strong leadership. The quality and tailoring of our Post Placement Support approaches has continued to improve through co-design with our Participants and a mobilised workforce on the ground. With employment sustainability climbing, the number of Participants entering study and gaining an education qualification also gained momentum, supported by tailored interventions and our highly collaborative efforts with training providers.

People and Culture

The heartbeat of the program lies in our people, and this year saw a renewed focus on building a resilient, values-driven workforce. With additional leadership through the introduction of a National Operations Manager and expanded Site Management team, we saw fresh energy, innovation as well as stability at key sites. Leadership development initiatives, including mentoring and external coaching, helped elevate capability and confidence, particularly critical in our high-volume and complex environments.

The ongoing critical work of our Indigenous Mentors and Youth Peer Mentors added depth to the program's cultural responsiveness and peer engagement strategies. Our workplace culture was actively nurtured through transparent communication, on-site leadership presence, and a commitment to modelling our Organisations four pillars of RISE; Respect, Integrity, Service and Empowerment. Staff motivation

Transition to Work Report (continued)

soared, and the positive shift was palpable—Participants experienced the difference firsthand, becoming part of a cohesive, accountable, and uplifting environment.

Strategic Innovation

Strategic enhancements to our Global Service Model ensured that service delivery remained aligned with our Participant needs and contract objectives. The program embraced co-design, continuous improvement, streamlining processes and refining workflows to boost efficiency and impact. Community partnerships were strengthened and formalised, focussing on Youth and Indigenous organisations, helping to address Participant barriers in a targeted way and to expand referral pathways.

Innovative strategies, ranging from targeted training and reverse marketing to cultural celebrations like NAIDOC and Reconciliation Week, opened doors for Participants to pursue education and employment pathways. At the same time, the program laid strong foundations for future growth, with plans to expand our reach, strengthen industry partnerships, and adapt services to meet evolving Participant, industry and employer needs.

Looking Ahead

As the program prepares for the next phase of its journey, the momentum built this year offers a strong foundation for continued success. The focus remains on delivering high-quality, human-centric services that empower young people to thrive in education and employment. With a passionate team, a clear strategic direction, and a culture of innovation, Status Transition to Work is not just meeting targets—it is transforming lives and building stronger communities.



85% of our Indigenous Participants are engaged with our Indigenous Mentors.

Over 5% of our Participants identify as part of the LGBTQIA+ community.



Currently, over 2,000 young Participants are being supported across Adelaide and Perth.

Status has 12 highly experienced and qualified youth specialist Mentors.



- Over 220 education qualifications achieved.
- Over 820 sustainable employment outcomes achieved.
- Over 1,000 placements facilitated.

9% of Participants are ex-offenders.

Transition to Work Testimonials

"I feel so grateful that I was able to, and still able to, receive so much support with everything that I really want and need in my life."

Riley, Noarlunga TtW Participant

"Working with Status has been great so far, working with my Link Worker Jhane has been awesome, she has helped me get back on track with finding work."

Mia, Noarlunga TtW Participant

"Monique is such an amazing employee! She has been there for me through thick and thin, helped me get a job, pay for my license, provide work clothes, fuel cards, and so much more! Not only is she AMAZING at her job, she is overall an amazing person and a brilliant listener. I can talk to her about anything and she will listen, laugh, and most importantly suggest great life advice!"

Charlee, Aldinga TtW Participant

"My time at Status has been incredibly positive, they've been considerate of my circumstance, providing a variety of resources to not only assist with upskilling myself and seeking employment, but also in terms of care for my own health. Thank you!"

Erin, Noarlunga TtW Participant

"I really appreciate everything they have done for me over the past 2 years. Every staff member that I've met has been really friendly and empathetic."

Caelen, Mirrabooka TtW Participant

"Amiro is the best Link Worker I've ever had, she literally turned my life around and I'm forever grateful to her!"

Andre, Mirrabooka TtW Participant

"I can't thank Andrea at Status enough for the support she recently gave my son. She went above and beyond during a really stressful time, advocating for him with a training company and helped him finally get the Certificate that he needed. Thanks to her he's now able to move forward and start putting his life back on track. We're so grateful!"

Kelly, Parent of Osborne Park TtW Participant

"As a transgender youth, I felt overwhelming support from Status and I was always treated with respect and care. A massive thank you to Jo and Sheree for helping me embrace my skills and lending me their unique perspectives and ideas when brainstorming with my journey into employment!"

Morley TtW Participant

ImpactEight Report

In 2024/25, ImpactEight continued to make a meaningful difference for individuals navigating employment challenges across South Australia. The ongoing pressures of cost-of-living and housing insecurity remain a reality for many, particularly for those who are unemployed. In South Australia, the unemployment rate stands at 4.3% as of June 2025, indicating a relatively tight labour market. However, this statistic doesn't capture the full picture. Many individuals face persistent challenges in securing employment due to factors such as limited work experience, health issues, or complex personal circumstances. Our programs are designed to address these challenges by building confidence, employability skills, and career readiness, empowering individuals to overcome obstacles and achieve sustainable employment. Through our programs, we work to break cycles of disadvantage, helping clients take the next step with dignity and self-assurance in a safe and supportive space.

ImpactEight is home to Dress for Success Adelaide (DFS) and Geared for Success (GFS), services that have grown in response to the community's needs. DFS, operating since 2015, supports women in employment transition points, while GFS, launched in 2022, provides tailored support for men entering or re-entering the workforce. Across both services, we deliver personal styling, one-on-one career coaching, resume and cover letter guidance, soft skill development, interview preparation as well as group workshops. Post-employment, the Professional Women's Group offers mentoring, leadership development, and career growth opportunities.

Over the past year, our teams facilitated more than 1,100 client appointments, closely split between DFS and GFS. These appointments were complemented by 40 workshops, including six co-designed modules addressing challenges such as "Finding Your Own Voice", "Creating a Winning First Impression", "Overcoming Fear and Self-Doubt", and "Developing Personal Branding". Through these initiatives, we continue to support individuals in their journey towards economic independence, equipping them with the skills and confidence needed to thrive in the workforce.

The generosity of the community continues to underpin our work. In 2024/25, 607 individuals contributed donations, with DFS receiving 461 direct donations from the public. Corporate donation drives surged, supported by organisations including People's Choice Bank, Charter Hall, Festival Towers, Woolworths, City of Tea Tree Gully, Workforce Australia, and Mayne Pharmaceuticals to name a few. Every donation translates into confidence and opportunity for clients stepping into interviews and new roles.

This year, **3,525** items of clothing were gifted to women through Dress for Success Adelaide, bringing the cumulative total to 25,079 since 2016.

1,888 items were gifted to men through Geared for Success, bringing the cumulative total to 3,165 items since 2022.

Feedback from clients remained overwhelmingly positive, with 98% indicating they would recommend our services and return if needed.

ImpactEight Report (continued)

Volunteers are at the heart of ImpactEight. This year, we strengthened pathways, introduced specialised boutique roles, expanded corporate volunteering, and supported skill-building initiatives such as Work for the Dole. Volunteers contributed across appointments, stock processing, workshops, administration, and PWG activities, ensuring clients received consistent, high-quality support.

Behind the scenes, the warehouse and Restyle Collective play a vital role in sustaining and expanding our programs. From sorting and quality control to the annual Warehouse Sale, these initiatives extend garment life, reduce landfill, and generate funds to reinvest in client services. The Restyle Collective also offers sustainable fashion options while supporting DFS and GFS programs.

Strong partnerships with referral networks, councils, education providers, and corporate partners amplify our impact. Beyond donations, partners contribute skilled volunteering, creating additional pathways for clients to gain employment. Monitoring, evaluation, and feedback inform continuous improvements, including expanded men's services and the introduction of new workshops. Clients consistently report increased confidence, better interview readiness, and clearer articulation of their skills — proof that the combination of clothing, coaching, and mentorship delivers tangible outcomes.

Looking ahead to 2025/26, we will expand workshop capacity and co-design with clients, grow corporate partnerships and skilled volunteering, strengthen volunteer training and specialised roles, enhance warehouse and logistics, and broaden post-employment support, including PWG and men's alumni engagement. With our community of donors, partners, volunteers, advocates, and clients beside us, ImpactEight will continue to open pathways to employment and prosperity across South Australia.



Restyle Collective - retail store in Hindmarsh.

ImpactEight would like to thank their network at:



Dress for Success Adelaide Testimonials



Dress for Success Adelaide in Hindmarsh.

"I am feeling confident and ready for job interviews with the beautiful items of clothing and advice given to me during my styling session."

Lili

"I feel confident in my new outfit. I feel I can go to any type of job interview and look and feel great!"

Kimberly

"My stylist not only instilled confidence in me through her fashion styling but provides a comfortable, judgement free zone to make you feel excited about your interview outfits. I feel more mature and excited for the future! – Thank you, Dress for Success!"

Isabella



Dress for Success Adelaide in Noarlunga.

Geared for Success Testimonials



Geared for Success in Hindmarsh.

"Given me more confidence in what to wear to interviews."

Wyatt

"Geared for Success has given me the ability to dress more confidently, I can now go into new job opportunities more prepared."

Jacob

"Geared for Success has made me successfully shine my inner confidence I thought I had lost over the years. "

Darren



Geared for Success in Noarlunga.





Eighty9 Limited Ambassadors Recognising 10 Years of Service

The Eighty9 Limited (Eighty9) Ambassadors Association commenced in May 2015 with 16 members, this has steadily grown and currently comprises 24 members.

The Eighty9 Ambassadors Association recognises staff for the contribution they have made to the Organisation over 10 plus years of service. Collectively, current Ambassadors total 500 years of service to the Organisation, an immense wealth of knowledge. Ambassadors are identified by a personalised signature block at the bottom of their email, as well as a unique, specially designed Ambassador badge.

Since the inception of the Association the Co-chairs have been instrumental in setting up invaluable information and procedures to holistically benefit the Organisation and its staff. In recognition of the service of staff to the Organisation a number of personalised celebratory emails have been created and sent to ALL staff to recognise when these milestones are reached:

- Milestones for achieving 1st and 2nd year anniversary of service, then at 5 years, 7 years, 10 years, 12 years, 15 years and each year thereon. And in 2024 the 35 years anniversary has been added in recognition of our Chairman, Gary Hatwell.
- New staff members successfully completing their induction, receive a “Welcome to Status” email which wishes them well in their position and introduces the Eighty9 Ambassador Association. This has been very well received from all new staff that have commenced with Eighty9 Limited.
- Staff celebrating a birthday receive a congratulatory email and small gift.
- Staff receiving the above recognition emails have been very appreciative and have expressed their thanks for the support from the Ambassadors.
- At 5 years of service, a plaque with the staff member's name and employment commencement date is added onto the Eighty9 Honours Board located at Hindmarsh Head office. After each 5 years of service the name plaque will move into their corresponding years of service, ie 10 years, 15 years, etc.
- And, “Life Membership” for all who reach 25 years of service. This Life Membership will endure beyond retirement or resignation from the Organisation. As a Life Member, Ambassadors will always be invited to the annual dinner of the Ambassadors Association. They will be part of an ongoing, and growing, alumni group that will carry the Organisation's history forward for generations. This creates an opportunity to stay connected with the Organisation, where retired Ambassadors will be welcomed and valued for their service. To enjoy the fellowship of past colleagues while learning from active members about the Organisation's current work. Additionally, Life Members will receive a personal annual report to keep them engaged with the Organisation's progress. Life Member Ambassadors are presented with the gold badge known as AROD or “Ambassadors Recognition of Outstanding Dedication”.

Eighty9 Ambassadors Association (continued)

Association members adhere to the Principles and Motto established by the founding Co-chairs, and all members offer an “in-house” service to ImpactEight and as a contact person in whatever capacity is required to serve the Organisation.

Eighty9 Ambassadors inspire new and existing staff to maintain the culture of the Organisation to ensure workplace values and principles are adhered to. Ambassadors are also a point of contact for staff requiring professional direction.

At the heart of our Organisation is the commitment to RISE and as Ambassadors we promote our core values of:

- **Respect** - treating people with respect, recognising them as they are and always offering compassionate support.
- **Integrity** - being honest and transparent in all our work and relationships and accountable for our performance.
- **Service** - being dedicated to serving and helping people to overcome their challenges no matter how difficult.
- **Empowerment** – encouraging agency and control through active participation in our programs and services.

The fellowship enjoyed by the members of the Eighty9 Ambassadors Association over the past 10 years has been rewarding with an annual celebratory dinner held on or around 3 August, our date of foundation. The 36th Anniversary was enjoyed by Ambassadors at “Illuminate Adelaide - Horizon’s Drone Spectacular” at Adelaide Oval.

New Ambassadors inducted:



Kim Bradock (on the right)



Simone O'Neill (on the chair)



and Joan Knezevic (on the right).

Workforce and Quality



Jenna (second from left) with attendees at Kilkenny's Community Connections.

58% of our 12 Executive Management Team members are female.

Our total workforce of **223** are made up of 28% male and 72% female.
A **10%** increase in the male workforce.



Workforce Breakdown by Service:

- Transition to Work = 25%
- Disability Employment Services = 16%
- Training Services = 27%
- Corporate Services = 15%
- BlueSky Mind Studio = 7%
- ImpactEight = 4%
- Workforce Connect = 5%

We maintained our NDIS Registration and standards within the following certifications:



Eighty9 Limited Sites

Eighty9 has 27 sites across WA and SA:



Acknowledgements

We appreciate the support received from the following organisations during 2024-2025 and look forward to ongoing partnerships in the coming year.

Government Departments

- Australian Government Department of Employment and Workplace Relations
- Australian Government Department of Social Services
- Government of South Australia Department for Education, Skills SA
- Government of Western Australia Department of Education
- Government of Western Australia Department of Transport and Major Infrastructure
- Government of Western Australia Department of Justice

Local Government



Memberships

We hold memberships in the following business networking and advisory groups:



Memoranda of Understanding and Affiliations



APM

APM is a global provider of health and workplace services dedicated to improving lives. They assist people with various needs, including employment, health, and community engagement. Their mission is to create a positive and lasting social impact. Eighty9 is working in collaboration with APM to support people with disability find meaningful employment.



Civil Train SA

Civil Train SA has been a trusted provider of training services tailored to the Civil Industry in South Australia for over 25 years. Addressing the critical need for high-quality training in this sector, they play a crucial role in enhancing the skills and knowledge of workers, making a positive impact on the industry's growth and development.



Ebenezer Aboriginal Corporation

Offering a comprehensive range of culturally grounded services dedicated to strengthening and empowering Aboriginal individuals, families, and communities, Ebenezer and Status partner to support First Nations youth in Perth, with a focus on resilience, connection, and self-determination, providing tailored support with crisis accommodation, employment pathways, parenting support, and personalised mentoring.



Flinders University

College of Medicine and Public Health. Cognitive Behaviour Therapy post graduate student placements at Status Employment Services DES sites. Facilitating Motivational Interviewing skills for DES staff. Partnering in research into effectiveness of CBT on employment outcomes.



Foodbank SA and WA

Foodbank believe everyone should have access to healthy food. There are Australians going without every day, and Foodbank are working hard to change that, providing food and groceries to those who struggle to afford them, delivering nutrition education to promote healthy eating and advocating on behalf of people that experience food stress.



IronMerge

IronMerge specialise in recruitment and employment solutions, connecting skilled professionals with leading industries across Australia. Status is proud to partner with IronMerge People to connect our Indigenous Participants with long-term employment opportunities through the SEED Program, a targeted initiative designed to reduce barriers and accelerate workforce entry into the high demand mining and labour sectors across Western Australia.

Local Jobs Program

Status has maintained active involvement and partnership with the Department of Employment and Workplace Relations Local Jobs Program (LJP) throughout the year. The LJP brings together local employment and skills services, employers and community organisations to connect people to training, job opportunities and support services. They focus on connecting, collaborating and building capacity within the community to help meet local workforce needs. Eighty9 Limited has worked closely with Employment Facilitators and contribute as designated Taskforce members in Perth North and South.



Memoranda of Understanding and Affiliations (continued)



Strategix

Strategix values people, their personal and career outcomes and believe learning only really takes place when behaviours and attitudes change. They strive to incite that change in individuals and organisations and support Eighty9 Limited Participants to access valuable training and qualifications in Community Services, Food processing, Early Childhood education and Youth Work.



Upskill Global

Upskill Global has been a proud partner of Eighty9 Limited and Status since 2020 and continues to support our Participants across South Australia and Western Australia. The Champion Program is specifically crafted to support the Indigenous community, providing Participants with a comprehensive set of skills and in-depth knowledge to confidently enter the labour market. The program is designed to empower individuals to secure and maintain long-term employment, ensuring they are well-prepared for sustainable career success.



Wadjak Northside Aboriginal Community Centre

Engaging youth in programs that strengthen cultural identity, community connection, and personal development, Wadjak Northside work closely with our young First Nations Participants to break the cycle of youth offending and guiding them away from the justice system.



Youth Futures

At Youth Futures, they believe that all young people matter, regardless of the circumstances they find themselves in. For over thirty years they have been empowering young West Australians to take control of their future by offering them the holistic support and opportunities they need to thrive. From humble beginnings as a crisis accommodation service in Perth's northern suburbs, they have grown to provide a wide variety of programs across three core areas; Homelessness, Education, and Support & Wellbeing.

Training and Placement Agreements

Our RTO has student placement agreements with:



Employers

Our philosophy is to simplify the recruitment process, provide a hassle-free experience and work in partnership with our employers. Eighty9 Limited and its brands have been highly successful in assisting employers for over 36 years and would like to acknowledge the employers below for their continued support.



ADDENDUM

OUR PEOPLE, OUR CULTURE

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Dress for Success Adelaide Good News Story



“Dress for Success has shown me how to dress appropriately for different industries.”

HAYLEY

Over the past year, Hayley has faced enormous challenges with her living situation. At times she bounced between couches and spare rooms, never certain where she would be sleeping next. Despite this instability, Hayley refused to give up on her future and held tightly to her determination to create a better life for herself.

She first came to *Dress for Success* to prepare for interviews, seeking professional clothing that would give her the confidence she needed to walk into the room ready to succeed. Seeing herself styled in professional attire was a turning point, it allowed her to picture herself not just as a job seeker, but as someone capable, employable, and ready for opportunity. Alongside this, Hayley took the initiative to write her own resume and worked with our career coach to refine it and showcase her skills, taking ownership of her future with determination.

After many trials and persistence through interviews, Hayley secured employment with Subway. She is now focused on sustaining her work, stabilising her life, and gaining her driver's licence to open the door to even more opportunities ahead.

Through it all, Hayley has also nurtured her love for beauty. After completing a lash course that she absolutely loved, she continues to practice on friends and dreams of one day building a career in the industry. For now, she is laying down the foundations, steady work, stability, and independence, to make that dream possible. Hayley's journey is a powerful reminder that even in the toughest circumstances, resilience and determination can create a pathway forward.

Geared for Success Good News Story



*"It was great, I got emotional about the outcome and how good I felt in my outfits.
The people were very respectful and friendly."*

CHARLIE

Charlie's story is a little different to many of the people who come to *Geared for Success* for styling. While most are preparing for job interviews or their first steps into employment, Charlie came to us seeking support for something just as significant, standing proudly beside his partner Tracey at the SA Aboriginal and Torres Strait Islander Student of the Year 2024 Awards.

Together, Charlie and Tracey have raised 11 children, and today they are also the full-time carers of two of their grandchildren. Charlie has always worked hard in trade roles, providing for his family and stepping up in every way he can to support Tracey as she pursues her studies and career. He is no stranger to challenges, but stepping into a formal setting was something entirely new for him. Having never owned, or even tried on, a suit before, the thought of wearing one felt daunting. For Charlie, buying a suit had simply never been an option, any kind of splurge was always out of reach when the focus was on providing for his family.

When it came time to find an outfit, Charlie made only one request: that whatever he wore matched Tracey's. He wanted everyone in the room to see that he was there to celebrate her, standing proudly by her side.

When he finally tried on a suit, Charlie paused in front of the mirror, almost stunned by his own reflection. With a quiet smile, he said, *"I like the way I look."* It was more than clothing, it was a rare moment of pride, dignity, and confidence for a man who has spent his life putting others first. On the night of the awards, Charlie walked proudly beside Tracey, both looking and feeling like the best versions of themselves, sharing a milestone they will never forget.

DES Good News Stories

Achieving More Every Day: Joseph's Story



John with Joseph.

Last month, we were proud to see one of our Disability Employment Services (DES) Participants, Joseph Salt, named a finalist in the genU Training Participant Award at the Disability Employment Australia Annual Awards. This award recognises individuals who have shown incredible dedication and perseverance on their journey toward a meaningful career, and Joseph is a shining example. Despite the challenges, he continues to pursue his goals with determination and resilience.

When Joseph first joined DES, his goal was to maintain long-term, meaningful employment in a role he enjoys. Now in his sixth year as a Sales and Service Trainee and Administration with the City of Perth, Joseph continues to thrive. While he lives with Down syndrome, he has never let it define him – his ambition has always been to contribute positively to his workplace and community.

Joseph is committed to growing professionally within his current role and is a widely respected and valued member of his team. He uses checklists and visual cues to stay organised across a variety of administrative tasks and consistently completes both online and offline training to build his skills and take on more responsibilities.

Beyond work, Joseph is focused on building his independence in everyday life. Whether it's confidently buying lunch on his own or mastering new tasks, he continues to take positive steps toward his goals.

In addition to this, Joseph is actively involved in the World Down Syndrome Association, frequently participating in national events and conferences. He has also participated in events like Swim for Life – an initiative to raise awareness for men's mental health. These community commitments allow Joseph to build his confidence and reinforce his personal development goals!

Joseph's journey through ongoing workplace learning and development has significantly transformed his life. His confidence, independence, and sense of purpose have all flourished during his time at Perth City Council. Through his consistent training and professional achievements, Joseph has gained skills that extend beyond the office, enhancing his social independence, self-esteem, and community participation.

Joseph's Employment Support Consultant and family have supported him in building life skills, such as independently going to a café or showing guests around the Perth Library – tasks he now completes with pride. These small but meaningful experiences have been empowering for Joseph, demonstrating his growing confidence.

Joseph's journey is a powerful example of what it means to pursue your goals and keep growing both professionally and personally. Congratulations, Joseph, on being named a finalist for the genU Training Participant Award – a well-deserved recognition of your dedication, resilience and hard work. Your story will continue to inspire us every day!



Joseph, a finalist at the DEA Awards.

What a Comeback for Lee!

After 13 years away from the workforce, Lee has made an inspiring return to employment—and we couldn't be prouder.

Lee joined Status Noarlunga through our DES in April 2023, determined to overcome his personal barriers and set a strong example for his sons. From the moment he walked through our doors, Lee was met with empathy, encouragement, and a tailored support plan designed to meet his unique needs.



His Employment Consultant at Status worked closely with him, offering compassionate guidance and consistent support. Together, they built a trusting relationship that allowed Lee to feel safe, heard, and empowered. Through personalised servicing, Lee was connected with a range of opportunities to build his confidence and skills, including:

- Participation in Employability Skills Sessions
- Engagement in our PIVOT Skills for Education and Employment (SEE) program to strengthen his literacy and numeracy
- Styling and career guidance with Geared for Success to prepare him for interviews and boost his self-esteem

Throughout his journey, Lee faced challenges with severe anxiety and discomfort in unfamiliar situations. But with the steady encouragement of his Employment Consultant and the supportive environment at Status, he began to thrive. The SEE program, in particular, became a turning point—providing not just academic support, but a sense of belonging and purpose.

Lee's transformation has been remarkable. He now speaks with confidence, engages socially, and proudly shares his story with others. Most importantly, he has secured employment with Millennium, a milestone that reflects his resilience and determination.

Lee's journey is a testament to what's possible when personalised support, compassion, and belief in someone's potential come together. We're honoured to have walked alongside him and look forward to continuing our support as he builds a brighter future. Congratulations, Lee—your comeback is just the beginning!

Transition to Work Good News Stories

Maddison

Maddison's journey with Status began in June 2024, when she joined our Transition to Work programme. As an early school leaver with limited formal qualifications and moderate transport challenges, Maddi came into our program seeking support and guidance for her future.

During her initial consultation, Link Worker Amira helped Maddi explore her passions and skills. Together they discovered Maddi's keen interest in early childhood education, and arranged for her to enrol in a Certificate III in Early Childhood Education and Care utilising one of our Registered Training Organisation partners, Greenhouse Education.

Over the following months, Maddi benefitted from Status's comprehensive wrap-around support:

- Weekly mentoring: Post-placement Support Mentor Justin—who himself completed the same qualification earlier in his career—checked in each week to offer encouragement, advice and ongoing support.
- Transport assistance: We funded a block of driving lessons to help Maddi overcome her transport barrier.
- Life-skills workshops: Youth Peer Mentor Sheree referred Maddi to both budgeting and healthy-relationships workshops, equipping her with tools for financial independence and wellbeing.
- Professional development: Amira provided tailored resume writing and interview preparation, ensuring Maddi could confidently present her new skills to employers.

Thanks to her dedication and the unwavering support of the Status team, Maddi has now:

1. Completed her Certificate III in Early Childhood Education and Care,
2. Successfully obtained her driver's licence, and
3. Secured full-time employment in a childcare centre, with her first day scheduled for next week.



Justin with Maddison.

At her appointment today, Maddi arrived to share the news with Amira and Justin. She's also accessed funding for her uniform and a petrol voucher, so she'll walk in (better yet, drive in) fully prepared to thrive in her new role.

Congratulations, Maddi—your hard work and determination have truly paid off!

Transition to Work Good News Stories (continued)

EmpowerHER Trades Day Inspires Future Female Tradies

Today, a group of young women from Status had the exciting opportunity to attend EmpowerHER Trades Day, hosted by Local Jobs Perth North. This dynamic and interactive event was designed to inspire and empower young women to explore pathways in the trades and construction industry.



Guided by their Youth Peer Mentors, the young women explored diverse roles within the Construction and Building sectors. They also engaged with immersive experiences, including simulations, virtual reality tools, and interactive software, to better understand the skills and daily tasks associated with various trades.

The event was a great success and a meaningful step forward in supporting young women to consider and pursue rewarding careers in traditionally male-dominated industries. We are proud to support and encourage our participants as they take their first steps toward building a future in the trades.

Dylan Burke

Dylan first joined Status Morley in July 2023, at the age of 16, as a Direct Registration (Group 2) from the Department of Education.

Dylan was an avid rugby player in his youth but as he became a young adult his family moved interstate, he stopped playing sport and attending school. Dylan then broke up with his long-term girlfriend and found himself finding it difficult to see a way forward.

With the support of Status Morley Link Worker Rebecca and Youth Peer Mentor Sheree Dylan was provided with the following support:

- Updated resume & references
- Referral to mental health support services
- Assistance in applying for Centrelink Youth Allowance
- Obtained Driver's License
- Career guidance and counselling



Dylan decided to participate in a Certificate III in Civil Construction with Training Alliance Group in September 2024 and completed it in December 2024. He then asked for assistance in obtaining his Traffic Controller Tickets over the Christmas break. After obtaining his Traffic Controller Tickets, Dylan was one of the first placements for 2025 and started working for PAR Traffic Solutions as a Road Maintenance Traffic Controller. Status Morley assisted Dylan in purchasing PPE for his course and new job. We love seeing Dylan at the office and hearing his stories of his progress. Dylan shared that he has a lot of time to practice his singing and has provided us with an adorable screen shot of him practicing during shift.

NDIS Good News Story

Charlotte's Journey: From Discovery to Paid Employment

We are thrilled to share an inspiring success story about one of our incredible NDIS participants, Charlotte, who recently commenced paid employment at Optus Stadium through HDN Group—a role brokered by our dedicated Industry Specialist Consultant, Sev.

Charlotte joined us in June 2024 as a School Leaver Employment Supports (SLES) participant. From the outset, she impressed our team with her openness and determination. While studying toward her long-term goal of becoming a teacher, Charlotte set a short-term objective: to gain casual employment that would complement her studies and build her confidence.

As a young autistic woman living away from home for the first time, Charlotte faced challenges with routine management, social interactions, and adapting to new environments. Despite these hurdles, she remained engaged and resilient.

Working closely with our NDIS Employment Team, Charlotte received tailored support strategies, including:

- Routine Planning with visual schedules and weekly planners
- Anxiety Management Tools such as grounding exercises
- Social Communication Skills through role-play and scripting
- Workplace Familiarisation via mock interviews and site tours
- Feedback Reflection to celebrate wins and identify growth areas
- Post-Placement Support with regular check-ins for ongoing success

Charlotte also attended the CALD Job Expo in Cannington, hosted by our Partnership Manager, Iain, and supported by her Employment Coach, Jason. This event gave her valuable exposure to local employers and helped shape her understanding of career pathways.

After participating in multiple job trials and learning from each experience, Charlotte was successfully referred to HDN Group and secured a paid role at Optus Stadium. Now one month into her new role, she is thriving—managing responsibilities with growing independence and balancing work with her studies.

Looking ahead, we are exploring opportunities for Charlotte to transition into Disability Employment Services (DES) to support her long-term goal of becoming a teacher.

Charlotte's journey is a powerful example of what can be achieved through a truly collaborative and person-centred approach. We are incredibly proud of her accomplishments and can't wait to see what comes next.

Congratulations, Charlotte!



Pivot Training RTO Good News Story

Steven – Turning Challenges into Achievements



A huge congratulations to Steven, who has completed two certificates and is already on his way to a third!

Steven joined our Skills for Education and Employment (SEE) Program in January with the goal of building his literacy and numeracy skills to pursue further study. Despite having faced previous educational challenges and ongoing health issues, Steven approached the program with a strong work ethic and a determination to succeed.

Through consistent effort in class, he successfully completed the FSK10219 Certificate I in Skills for Vocational Pathways.

“I am proud of completing units that I found difficult and obtaining my certificates. Now that I have completed the SEE program, I am going to continue to self-learn the topics that I am interested in.”

Steven found the SEE program and its delivery style to be a refreshing change from traditional schooling. With the support of his trainer, Tiffany, he was able to work through any challenges that came his way.

“Pivot Training can be a great place to get your literacy, numeracy and digital skills up if you feel they are lacking, and may be a good launching pad into further study.”

To celebrate his achievement, Steven was presented with his certificate at a celebration shared with his trainer and classmates — a proud and well-deserved moment for everyone involved.

Not one to rest on his success, Steven quickly enrolled in the FSK20119 Certificate II in Skills for Work and Vocational Pathways, continuing to build his confidence and capability.

Adding to his growing list of accomplishments, Steven applied to further his studies in Information Technology, and in April 2025 was thrilled to learn he had been accepted. He'll begin this exciting next chapter very soon.

Congratulations, Steven — your dedication and growth are truly inspiring, and we can't wait to see what you achieve next!

Marketing & Networking Events

This year, Eighty9 Limited proudly delivered a series of events that brought our mission to life — creating opportunities, fostering meaningful connections, and supporting Participants on their path to employment and further studies.

A major highlight was the celebration of our 35th anniversary in August 2024, where teams across South Australia and Western Australia came together in their respective locations to mark this important milestone. It was a chance to reflect on our journey, acknowledge the incredible efforts of our staff, and celebrate the positive impact we continue to make in communities across both states.



35 Year Anniversary at Hindmarsh and Elizabeth.

Throughout the year, our Workforce Connect team played a central role in driving engagement and opportunity through a series of impactful Employment Expos. Working in close collaboration with councils and local partners, the team expanded the reach and scale of these events to better connect job seekers with employers and training providers.

The Youth Jobs Expo at Colonnades Shopping Centre in SA was one such success, offering participants the chance to meet local employers, learn about industry needs, apply for current vacancies, and explore pathways to training and education. Building on this momentum, the Perth South Jobs Expo held in September in WA facilitated 66 direct referrals to our DES and TTW programs, providing clear next steps for attendees ready to enter or return to the workforce.

Another standout was City of Belmont Jobs Expo and the CaLD Jobs Expo, delivered in partnership with the City of Stirling in WA. With over 50 employer groups and training organisations in attendance, the event welcomed hundreds of culturally and linguistically diverse participants. It provided a welcoming space for Participants to connect with services and gain insight into career pathways.

We also took part in the Disability, Ageing and Lifestyle Expo in SA, showcasing support options and inclusive employment opportunities tailored to people living with disabilities and older Australians. This event aligned strongly with our values of accessibility, inclusion and community impact.

A standout moment during the year was the Western Adelaide Jobs Expo, held at the Adelaide Entertainment Centre in March 2025. As part of this large-scale event, Eighty9 Limited joined many local organisations in connecting Participants with real opportunities. Hosted in partnership with the City of PAE, the expo drew record-breaking attendance and strong engagement from both employers and the community. Participants from our Skills for Education and Employment classes also attended in organised groups, giving them the chance to explore employment pathways and engage directly with potential employers.

Marketing & Networking Events (continued)



Anthony at Colonnades Youth Jobs Expo.

Complementing these large-scale events, a series of Community Connections events were held throughout the year in areas such as Midland and Mirrabooka in WA, and Noarlunga and Salisbury in SA. These local gatherings allowed us to create community networks with local organisations that share our mission to empower individuals in our community, engage more personally with participants and continue our work of building inclusive, supportive environments where people can thrive.



Mirrabooka Community Connections.



Noarlunga Community Connections.

At Eighty9 Limited, we proudly support and celebrate the rich cultures and histories of Aboriginal and Torres Strait Islander peoples.

This year, we were an event sponsor at the National Reconciliation Week Breakfast in South Australia and hosted a live-streamed event in WA, providing opportunities for staff and Participants to come together, reflect, and commit to meaningful reconciliation. We also celebrated NAIDOC Week across our sites, embracing the 2024 theme “Keep the Fire Burning! Black, Loud & Proud.” These events honoured culture, promoted learning, and amplified the voices of First Nations communities.

Through these initiatives, we continue our journey toward a more inclusive and respectful future for all.

Marketing & Networking Events *(continued)*



NAIDOC Week in Mirrabooka.

Our Training Services team in South Australia strengthened ties with the local independent school community by attending career expos across metropolitan Adelaide. These events provided a valuable platform to engage directly with students and educators, promoting our VET courses as practical, supportive pathways into further education and employment. As a result, we saw increased student referrals and deeper connections with independent schools across the region.

At the same time, our Restyle Collective continued to lead the way in purpose-driven retail. In April 2025, we hosted a major fundraising event at the new Somerton Park Warehouse, raising funds in support of Dress for Success Adelaide. The event attracted hundreds of customers, reinforcing Restyle's growing reputation as a retail collective committed to community impact and social good, while increasing visibility for our ImpactEight brands.



Restyle Collective Warehouse Sale.

Social Media

Our social media presence continued to grow with the launch of new accounts for our RTO, Pivot Training and Geared for Success in early July 2024 across Facebook, Instagram, and LinkedIn.

Collectively over our brands, we shared well over 600 posts, with some of our top performing coming from our Good News Stories and events!

Geared for Success client Jayden had a moment in the spotlight, receiving over 400 likes and 36,000 impressions on LinkedIn. Meanwhile, 292 people responded to Restyle Collective's April Warehouse Sale. On the Dress for Success Adelaide Facebook page, our November bag drive sparked community support, with 44 shares. Eighty9 Limited also proudly marked the 2025 National Reconciliation Week Breakfast, reaching over 1,125 impressions on LinkedIn.



Geared for Success post.



National Reconciliation Week Breakfast.

Over on Status, one of our top performing posts was celebrating Disability Employment Services (DES) Participant, Joseph, as a finalist at the Disability Employment Australia Annual Awards! Whilst everyone showed the love to Participant Support Officer, Shani, on the inaugural 'Meet the Team' post. On BlueSky Mind Studio, we shared our positive experience meeting a range of people at the Perth Careers and Employment Expo.

In total, across all our brands, we shared 90 good news stories and transformations on our social channels and website, showcasing the impact of our work and our ongoing commitment to supporting Participants on their journey to employment.

Throughout the year, we continued to grow brand awareness through targeted Meta ads, reaching key audiences on Facebook and Instagram.

Through Restyle Collective, we promoted seven sales and reached over 91,000 women across Southern Adelaide. Pivot Training campaigns highlighted the CHC33021 Certificate III in Individual Support and Foundation Skills programs, with one standout campaign for Individual Support generating over 198,000 views and 1,900 link clicks. Meanwhile, Eighty9 and Status helped boost awareness of the annual CaLD Jobs Expo through targeted Facebook promotions.

Our brands continued to receive positive feedback through Google Reviews, with a total of 144 reviews across our sites, 128 of which were 5-stars. Our top-performing site was Cannington, Western Australia, with 29 reviews, including 24 5-star ratings. The Cannington SEE team also received 20 glowing 5-star reviews, celebrating the great work of trainer, Mimi.

The reviews were small insights into how our Participants are affected by our team, often citing the incredible work of our Trainers, Link Workers, Youth Peer Mentors and Employment Consultants:

I am going to miss my two favourite people, Sylvia and Sheree so much, they are the best providers and most supporters I have ever had. The whole office is very nice I'm really upset that I have to go :(but I'll be coming back and then to visit them for sure I'll never forget about them. Sylvia thank you for helping me with the things that needed to be done and always giving me good advice, I'll miss our laughs and good chats we have.

Happii, Midland TtW Participant

My time at Status has been incredibly positive and is honestly one of the few times where I've used a service that I have no qualms with. They've been incredibly considerate of my circumstances, providing a variety of resources to not only assist with upskilling myself and seeking employment, but also in terms of care for my own health. The staff are also very nice and welcoming, and are very responsive to my current needs. I especially want to highlight two staff workers there named Toni and Caitlin, they've been so kind and helpful working with me and are big part of why I've had such positive experience at this place. Thank you!

Eric, Noarlunga TtW Participant

Ruby is just a beautiful soul. So kind, helpful, listens and is very understanding. I look forward to speaking to her each fortnight. She genuinely cares about how you are and what she can do to help. Thanks so much Ruby.

Danielle, Mandurah DES Participant

I've been with STATUS Clarkson for the last year now and I've never found any other Job Provider service as good as them. I honestly wish I would have been with them years ago! Sue is amazing, so supportive and encouraging and I literally feel valued as an individual rather than just being treated like another number/client. Sue has never pushed me into doing anything I wasn't ready for and she always helped me to explore options that would work best for me. Being engaged with STATUS Clarkson truly has made all the difference for me and I'll be forever grateful.

Stephanie, Clarkson DES Participant

I had an amazing experience during a styling session with Jas. I tried on a variety of professional outfits, and Jas was incredibly friendly, warm, and supportive. She gave me so much confidence throughout the process. At the end, I was generously gifted several outfits for interviews and work. It was such a wonderful experience and a lot of fun. Highly recommend it.

Jie, Dress for Success Hindmarsh Client

My experience with Pivot Training has been excellent so far. Our trainer, Mimi is not only knowledgeable, but also very friendly and approachable. She takes the time to explain concepts clearly and always encourages questions making the learning environment comfortable and supportive. Her positive attitude really motivates us to stay engaged and keep improving. The combination of a great trainer like Mimi and a collaborative, friendly class atmosphere makes Pivot Training a truly valuable learning experience.

Ying, Cannington SEE Learner